



# Core Leadership Competencies for Local CSAs

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# Objectives

- Develop an understanding of core leadership and operational competencies for CSA leaders, FAPT members and CPMT members  
[https://www.csa.virginia.gov/content/doc/Core\\_Leadership\\_Compencies\\_for\\_Local\\_CSA\\_Leaders\\_CMPTs\\_and\\_FAPTs.pdf](https://www.csa.virginia.gov/content/doc/Core_Leadership_Compencies_for_Local_CSA_Leaders_CMPTs_and_FAPTs.pdf)
- Apply core competencies to situations
- Identify ways to incorporate core competencies resources to your local CSA program





What word  
describes CSA?

[www.mentimeter.com](http://www.mentimeter.com)

# Introduction

- System of Care philosophy
- State Executive Council (SEC) Strategic Plan
  - Leadership and Collective Action – “In order to promote alignment, we will lead by example and collaborate on a shared vision and key outcomes”
- SLAT charged with convening a workgroup
  - “Identify core leadership and operational competencies and assess current training plans”

**POLICY + OVERSIGHT**



Policy can either help or hinder alignment of shared efforts.

1. SEC with input from SLAT and others will determine which CSA policies need greater uniformity, flexibility, and alignment (internally and across partners).

**Four Year Metric:** Complete revision of CSA policies supporting alignment.

**Two Year Metric:** Develop a policy revision committee with stated purpose and work plan and begin implementation of the work plan.

2. SEC will identify and capitalize on the practice enhancements occurring throughout the CSA participating systems.

**Four Year Metric:** Develop and implement an SEC process to leverage expertise and replicate best practices across partners.

**Two Year Metric:** Engage in regular updates and discussions of the various system improvement initiatives to identify areas requiring additional alignment.

**LEADERSHIP + COLLECTIVE ACTION**



In order to promote alignment, we will lead by example and collaborate on a shared vision and key outcomes.

1. The SEC and SLAT will define and support development of core leadership competencies for local CSA leaders, Community Policy and Management Teams, and Family Assessment and Planning Teams.

**Four Year Metric:** Implement a comprehensive curriculum to address identified core leadership and operational competencies and a strategy for building local implementation of the competencies.

**Two Year Metric:** Identify desired core leadership and operational competencies and assess current training plans.

2. SEC will implement and support outcome-driven practices.

**Four Year Metric:** Assess and communicate shared measurable outcomes with a plan for implementing outcome driven practices.

**Two Year Metric:** Catalogue current measurable outcomes across systems including the ways that they are captured and communicated.

**EMPOWERING FAMILIES AND COMMUNITIES**



An important contribution to alignment is honoring the voice + choice of families and youth as well as building capacity of the communities that serve them.

1. SEC, SLAT and additional partners will develop a guide for youth and families to build understanding about access to needed services.

**Four Year Metric:** Develop and share a family and youth guide.

**Two Year Metric:** Identify and prioritize relevant categories to be included in the family and youth guide.

2. The SEC through OCS will build community capacity by preparing and assisting localities to successfully implement and sustain evidence-based practices.

**Four Year Metric:** Develop and adopt a process of selection and implementation of EBPs for localities across Virginia.

**Two Year Metric:** Create a work plan with a goal of assisting localities with selecting and implementing EBPs.



## Development of the Competencies & Resources

- Workgroup members
- Sub-workgroups
  - CSA Coordinators
  - FAPT Members
  - CPMT Members
- Collaborative efforts across stakeholder groups at state and local levels
- SLAT review for input





# Workgroup Members

- **Co-Chairs:**

- Jessica Webb-Assistant Director of Social Services/CSA Coordinator, Prince William County
- Kristi Schabo-CSA Administrator, Chesterfield County-City of Colonial Heights

- **Group Members:**

- Lesley Abashian-Director of Human Services, City of Fairfax; SLAT Chair
- Martha Carroll-Director, 16th District Court Services Unit, Virginia Department of Juvenile Justice
- DeDreama Harrod-CSA Director, New Kent County
- Sharon Minter-Chief of Family Systems (CSA), City of Alexandria
- Audra Morris-Children's Services Manager, Powhatan County
- Angela Neeley-Executive Director of Special Education, Culpeper County Public Schools
- Laura Reed-Behavioral Health Manager, Virginia Department of Medical Assistance Services
- Zandra Relaford-Assistant Director, Office of Children's Services



CSA Leader/  
Coordinator



FAPT Member



CPMT Member



Other

What group do you represent??

# Communication

- [https://www.youtube.com/watch?v=36HDTMf15No&list=PLkRaBK25GgmHXtl5Set4b9jQ4Xfv-0\\_YW&index=1](https://www.youtube.com/watch?v=36HDTMf15No&list=PLkRaBK25GgmHXtl5Set4b9jQ4Xfv-0_YW&index=1)



# CSA Coordinator Competencies



## Leadership

- Effective Communication Skills
- Collaborative Skills
- Solution-focused Problem Solving
- Organizational Skills/Multi-tasking

## Operational

- Program Management
- Human Services Knowledge/Application
- Financial Knowledge/Application



What do you see as the most important competency for CSA Coordinators?

Poll: CSA Coordinators

# CPMT Member Competencies

- Leadership Authority
- CSA Knowledge
- Leadership Skills
- Engagement



What do you see as the  
most important  
competency for CPMT  
Members?

CPMT Members

# FAPT Member Competencies



## General

- CSA Knowledge/Function of FAPT
- Ability to function as part of a team
- Solution-focused mindset
- Service planning skills

## Representative-Specific

- Social Services
- Court Services
- Community Services Board
- Local School Division
- Private Provider
- Parent/Family



What do you see as the most important competency for FAPT Members?

FAPT Members

# Application

Identify an example or situation you have encountered, for each group, where one or more competency is important, and why

- CSA Coordinator
- FAPT Member
- CPMT Member



# Use of Competency Resources Locally

## Review

Review document with the CPMT and locality leadership.

## Guide

Use the document to guide the training plans for FAPT, CPMT, and CSA staff.

## Train

Incorporate competencies and resources into CSA stakeholder trainings and professional development opportunities.

## Maintain

Use resources in the document for continuous skill development and maintenance.

## **Core Leadership Competencies for Local CSA Leaders, Community Policy and Management Teams, and Family Assessment and Planning Teams**

**Report from the State and Local Advisory Team**

**August 2021**

# Call to Action

- Identify at least one way you will utilize the information from the competencies document and/or today's session
- Set a goal for a completion date

Leadership is an  
action, not a position

Donald McGannon



Questions?

# Contact Information



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